

**Supervisor Evaluation for 2002 DLAMP Nomination
GS-13, GS-14, GS-15 (and equivalent) Applicants Only**

Applicant's Name (please print) _____

Instructions: This form must be completed and signed by the applicant's first and second-line supervisors of record. For each criterion shown, the first-line supervisor should indicate the level that best describes his/her observation of the applicant's performance, using the numerical scale below. The second-line supervisor should review the ratings and make the overall recommendation.

5 – SUPERIOR 3 – FULLY ACCEPTABLE 1 - UNACCEPTABLE
4 - HIGHLY ACCEPTABLE 2 - MINIMALLY ACCEPTABLE 0 - UNKNOWN

- ☐ **Leading Change.** Encompasses the ability to develop and implement an organizational vision, which integrates key national and program goals, priorities, values, and other factors. Inherent to it is the ability to balance change and continuity—to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking, and to maintain focus, intensity and persistence, even under adversity.
- ☐ **Leading People.** Involves the ability to design and implement strategies, which maximize employee potential and foster high ethical standards in meeting the organization's vision, mission, and goals.
- ☐ **Results Driven.** Stresses accountability and continuous improvement. Includes the ability to make timely and effective decisions and produce results through strategic planning and the implementation and evaluation of programs and policies.
- ☐ **Business Acumen.** Involves the ability to acquire and administer human, financial, material, and information resources in a manner, which instills public trust and accomplishes the organization's mission, and to use new technology to enhance decision making.
- ☐ **Building Coalitions/Communication.** Involves the ability to explain, advocate and express facts and ideas in a convincing manner, and negotiate with individuals and groups internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.
- ☐ **Broad Defense Perspective.** Involves knowledge of the operational aspects of more than one major Defense organization (e.g., Departments of the Army, Navy, and Air Force and the Defense Agencies) and an understanding of the world geo-political/military environment in planning, coordinating, and communicating toward mission accomplishment. It also involves the ability to incorporate joint service principles.

Supervisor's signature _____ **Date** _____

Second-line supervisor's overall recommendation (check one):

☐ **Must select now** ☐ **Select** ☐ **Defer selection**

Signature _____ **Date** _____